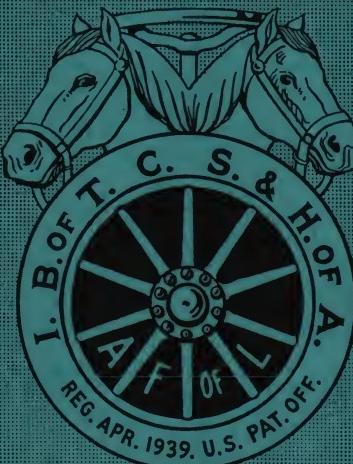


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MAY, 1940

Official Magazine
**INTERNATIONAL BROTHERHOOD
TEAMSTERS-CHAUFFEURS
STABLEMEN & HELPERS
*of AMERICA***



THREE is no greater curse than to have an individual member who wants to take the local union into court when a decision is rendered against him by the local union and the Joint Council, if there is a Joint Council in the district.

• • •

ANY MEMBER taking any local union or the International Union into court, if the local wins the case, the member should have charges preferred against him immediately and he should be fined double the cost incurred by the local union, which should include lawyers' fees and other expenses; and until such time as the fine is paid he should be suspended from membership and deprived of all the rights and privileges of a union man. Our next convention, in my opinion, will take drastic action against such persons.

• • •

TODAY the country is overcrowded with cheap shyster lawyers who are not able or willing to work at anything except law and who are practically starving to death, many of them unable to pay office rent; and on the least pretense of law violation by a local union they hound the individual to such an extent that they make him believe they can recover lost time and lost wages, etc., or make the local union settle by threatening to bring suit against the local union and its officers. If the member was the real kind of union man he would pay no attention to those slickers, who are even worse than the so-called "ambulance chasers," because they often succeed for a price (called a fee) in injuring the union and its members and give aid and encouragement to other enemies.

• • •

IHAVE repeatedly said that when a person joins our union he pledges himself to abide by the decisions and laws of the local union and of the International, and if he takes the union into court because he is not satisfied with decisions, with an election, or with a ruling of the International Union, he is violating his obligation and does not deserve to be continued as a member of the union.

• • •

THE real trade unionist, the man who is sincere, accepts the decision of the union when it is against him just as honorably as when the decision is in his favor. This is the true test of unionism. If you are right in your argument or in what you are advocating, don't ever forget that the members in time will find out that you are right and they will support you. Educate those who disagree with you. For thirty-two years I have had recommendations I made to our conventions, that I sincerely believed in, voted down by the conventions. That's a record that should discourage me, but it does not. I will renew those same requests at the next convention because I believe in them. One of those recommendations was the establishing of a "death benefit" by the International Union for the widows, orphans or other dependents of our deceased members.

● OFFICIAL MAGAZINE ●

INTERNATIONAL BROTHERHOOD of TEAMSTERS, CHAUFFEURS STABLEMEN AND HELPERS

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MAY, 1940

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Daniel J. Tobin, Editor

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No Five-Year Limit on This Peace Plan

We have heard considerable talk about
five-year peace plans. We have also heard
some violent denunciation of leaders of the
Teamsters' Union. There is a point that
ought to be made here.

It is not the Teamsters that we hear talk-
ing about five-year peace plans. They do
not need to. So far as we know, they never
have talked about five-year peace plans. Yet
without talking about it they have kept in
effect a peace plan that has now lasted for
39 years. Another year will make it eight
times five years.

The Teamsters have not had a strike since
1901. The general strike of 1934 was not of
their making, though they had a good deal to
do with bringing it to an end. Thirty-nine
years without a strike, and this means, too,
thirty-nine years without quickies, job action
and other refusal to stand by their contracts.
It has been real peace, not a phony Hitler
peace.

No one can say this peace has been due to
any softness on the part of the Teamsters.
They have always had a reputation for being
tough and they still have it. They are the
proof that men can be tough and still keep
their contracts.

There must be virtue in the fact that the
leaders of the Teamsters are men of long and
full experience.

It must be of value to the Teamsters, who, like most
workingmen, prefer to keep at work and take their pay
checks home regularly, that their leaders have been in
the Labor Movement long enough to see it as a whole.
It must be worth while to this Union—as it is also to
the whole community—that these leaders see that the
success of the Labor Movement depends as much on
keeping Labor's word good as it does on forcing con-
cessions from employers.

It must be useful to the Teamsters—and to the entire
Labor Movement—that the leaders of this Brotherhood
do not conceive that their position depends on making
ruction all the time and picking fights just for the sake
of giving and taking bloody noses.

We are not here giving an unqualified and undeluded
cheer for the Teamsters, but we are making the point
that they have kept their bargains now going on forty
years. They and their leaders are entitled to have this
point made.

Experience and a sense of responsibility are as valua-
ble in the leadership of a labor union as in any other
organization. They have everything to do with the fact
that the Teamsters do not need a five-year peace plan.
They have had a peace plan going unbroken for 39 years
—and it is still going.—*The San Francisco Chronicle*.



EDITORIAL



(By DANIEL J. TOBIN)

IF THE taking of the census by the National Government will provide us with an accurate account of the number of persons totally unemployed between the ages of eighteen and sixty, and those partially unemployed, it will have accomplished a source of intelligent information for both the masses of the people and the Government of the United States that will justify all the expense involved. Every now and then I hear about the millions of persons that are unemployed, and there is no source from which we get this information that does not differ substantially from the other sources. As an example of the conflicting statements, the Labor Department of the United States says there are about seven million people out of work, and they claim to have a real statistical bureau. I cannot verify this statement. The American Federation of Labor states there are between nine and ten million persons out of work, and just this morning before writing this article the CIO issued a statement in which they claim there are eleven and one-half million people out of work. Not one of those sources, in my judgment, has any accurate foundation for these statements. They get a report from some bureau in some state, or from some union or some large employer, and before they have gathered the other reports the condition that warranted the first report may have been entirely changed. Most of their figuring is guesswork, and the issuance of these reports, in my judgment, creates a panic or a fear in the minds of the people which brings about a worse condition than the good resulting by publishing the reports. If we are continuously talking about hard times we bring about or continue hard times. If everyone keeps telling a man he is looking bad, that he really ought to be in bed, it will not be long before the individual takes to his bed and becomes sick. We can create a sickness of fear and discouragement in the minds of the business people of the country and in the minds of the workers of the nation by continuously harping about hard times and unemployment. Of course we all want to help the unemployment situation, but I believe that there are certain sources of information that like to make the picture as bad as they can. We should call to the attention of our Government and our business interests the serious unemployment prevailing, but we have no right, without the proper, accurate facts (which it is impossible to obtain under the present machinery) to make the situation worse than it is. All those now out of political office are trying to make a bad picture for those who are in office, and they continuously try to blame the parties in power; and the same condition would exist were the political office holders reversed. The "outs" are always knocking the "ins."

In order to get an exact, accurate report on the unemployment situation it should be compulsory upon all cities, counties and states to have all those unemployed permanently over a period of one month register once every three months with some local or national board of registration. If the forty-eight states would do this and send their reports to the Federal Government, then we could have, four times each year, an accurate account of the unemployed. If the Federation says there are eight millions out of work, then the CIO comes out with the report that there are nine millions; then three months afterwards the Federation says there are ten millions, and the CIO jumps or raises them a million and a half, claiming there are eleven and one-half millions unemployed. And all the sources of information they have are inadequate and incorrect, because they are based on averages, again based on poor information. I repeat, it is mostly all guesswork, based on some statistical information that comes in from reports that are not always authentic. As an example: we get requests from bureaus of information or educational institutions, or economic investigators, etc., asking us how many of our members are unemployed. We cannot answer the question truthfully, therefore we refer them to the one thousand secretaries of our one thousand local unions, and those secretaries are either too busy or are unable to furnish the information, because we do not require in all instances our members out of work to report to the offices of the local unions. Then again, some secretaries will send in a random guess in order to get rid of the inquiry. Then again, ten drivers may be out of work in some local union on Monday morning, and on Thursday morning they may be back working

either full time or part time. In technical, skilled trades that are organized, like the printers, they may be able to get some idea of the unemployed, but how about the millions that are unorganized working in the five-and-ten-cent stores and in the innumerable large manufacturing plants of the nation and who are often scattered and some in isolated places? How about the domestics employed, and the farm help? Who registers their unemployment? And who is able to say how many there are? I repeat, it is nearly all guesswork. I am hoping that the day will come when our Government will set up agencies in each state for the registration of the unemployed and that in this work they will be helped by the several states. One thing I do know is: that the employment in which we are engaged is a pretty fair barometer, and except for layoffs during the winter months in construction work, the greater number of our members are employed and we are in a far better condition of employment than we were three or four years ago, with the exception of milk and dairy workers. This does not mean that we do not have some unemployment. We have; quite a little. But not nearly as much as we had some years ago and we are quite optimistic for the future.

I just read in a report issued by the National Industrial Conference that there are as many people employed now, working for wages, as there were in 1929 before the crash in the stock market, or before the real depression set in. The number of unemployed, which I think is not more than six or seven millions—and that is quite a large number and that includes those on Government temporary jobs like CCC or WPA—are unemployed because since 1929, eleven years ago, there have been innumerable persons who were youngsters then who have come of working age. In 1929 those who were nine years old, attending the grade schools, have since graduated from high school and are now in the market looking for jobs at the age of twenty. Those who were sixteen years of age and beginning their last year in high school in 1929 are now twenty-seven years of age and perhaps in many instances are married and have families. In addition to the fact that there are nearly 750,000 persons coming of working age each year, we have had introduced and placed in operation mechanical apparatus in nearly every industry, which has displaced the use of human hands. Those are the two reasons why we have unemployment, and we will always have, in my judgment, a condition of unemployment perhaps numbering around five million in our country because of technological conditions, in other words, the introduction of more modern and more powerful machinery, and because the birth of human beings will continue. There are two ways in which we can stop or help to get rid of unemployment, and both of those remedies are impossible and unnatural. First, we might stop the brains of men from creating machinery, and next, we might discourage the laws of human nature by prohibiting or retarding by law the birth of children. Remember, I stated that both remedies were unnatural and impossible.

In summing up the whole situation, we should not become discouraged, nor do we want to continue to paint a blacker picture than conditions warrant. We believe that if the struggles in Europe could be settled and the world would get down to creating the need for the necessities of life instead of destroying human life, unemployment could be relieved. We also believe this: that there is much more room for consumption in our country by spreading wages and reducing the hours of labor and giving all persons an opportunity to purchase the things we produce in this country of ours. The unemployment situation is somewhat of a serious menace to our country, but it is not nearly as bad as it was, and we are quite confident it will improve as time goes on. Each of us should go to bed at night thanking our lucky stars that we are living in a country where at least we may not be slaughtered by air raids or by gunfire during the night; that we are living in a country free from war. And when we are finding fault with everything around us, let us just consider the millions in Europe and Asia who are entitled to life and liberty the same as we are, who are living in starvation, in disease, and in fear that the rising sun may bring them death or destruction.

IHAVE repeatedly advised our people, especially local union officers and International Officers, not to consider themselves indispensable, or not to place too much value on their own importance. Over thirty years ago when I first became International President I thought I was all-powerful. I was full of energy and courage and had an idea that I was the savior of the International; or, in other words, in a small way I believed that

I was extremely necessary and that the International Union could not very well get along without me. I obtained this idea from the fact that I reluctantly consented, on the appeal of my friends, to be a candidate for this office in the Boston Convention of the International Union in 1907, when the International was torn to pieces, secession obtaining in three or four sections of the country. It was a foolish idea, unfounded, and there is no doubt in my mind but that there were several who could have filled the bill at that time just as well as I did. I have no false idea of my value today because I know that after all these years this International Union can get along very well without me. The longer I have lived and as I grow more experienced in the service, the less valuation I place on my importance. I suppose I have had as much opportunity and publicity as any other man in the Labor Movement. This is due to the fact that I have been so many years elected continuously and unanimously, without opposition, as the head of a great, aggressive International organization. But I feel today more convinced than ever that the more we realize that we are not seriously important—not half as important as most of us think we are—I repeat, the longer I have been in this game the more thoroughly satisfied I am that this work must and will and can get along without me.

The message I am trying to convey to all our local officers and especially to International Officers—and if I can, to officers of other International Unions—is this: Don't believe you are so important that you cannot be replaced. Some local union officers—yes, and I have had experience with one or two International Officers—believe as soon as they are elected to office that the union is theirs to do with as they please; that they are boss of the walk and what they say has to go, and no one else can tell them where they get off, etc., etc. That kind of man is the poorest kind of representative and is an absolute menace to the Labor Movement, and is absolutely pitifully foolish insofar as he is concerned. The union belongs to the membership. The officers are selected only to carry out the will of the membership. The funds in the local union belong to the members who have paid the funds. Officers should keep this in their minds and not set themselves up as fixtures, such as the old monarchs of Europe considered themselves at one time. I get thoroughly disgusted with the local officer who gets a "swelled head," to use the slang of the street, just as soon as he is elected to office. From my very early beginnings in the Labor Movement, as a business agent of the Truck Drivers in Boston, I believed that even though employers, who in those days were thoroughly ignorant, sometimes insulted us, it was our duty as the representatives of a large group of working men to be at all times decent and self-respecting, using our intelligence and our manhood to convince the unfair employer of the soundness of our position, and always bearing in mind that we were not acting as individuals but as representatives of the union. This union of ours is no place for wrongdoers or for roughnecks or for those who are not intelligent and sensible enough to properly represent the honest working men who constitute our membership. This same statement goes for men who are holding membership in our union. Unless they can conform to the rules of our union as laid down, they should not be permitted to continue in our organization. Certainly I feel the injustice done us by men like Pegler who write and pick out one or two men who have done wrong and forget the four hundred thousand men who are doing right every day in the week. The necessity of guarding against *low character individuals* getting into our union or getting to hold office in our union is greater now than ever before. Above and beyond all bear this in mind: that only those who are entitled to membership by working at our craft, and who are men of honor and self-respect, should be admitted into our union. Our members, our officers and our locals today are under the microscope of publicity and all our decent, home-loving, honorable, high-class members suffer because some nearby individual, under false pretenses and through lying and misstatements, gets into our union. We also suffer from the officers of our unions who believe that they are the union and their word is law, and that the union could not get along without them. Sometimes the wives of some of our local union officers get a "swelled head" and strut their feathers because of the false impressions they obtain from the mouthings of their relatives. How often have I seen the officer who considered himself all-powerful dispensed with, and how soon he and his family were forgotten by the union. None of us perhaps would ever have been heard of had it not been for the union, and you can rest assured

that when the influence of our positions is withdrawn from us, or when we are displaced, we will soon be forgotten.

DON'T be afraid to assert yourself when you are right, against somebody who tries to browbeat you into going along with the so-called "swim." Stand up and defend the union which has entrusted to you its care. Always give consideration to the humblest member when he is right and when his plea is based on facts. There never was a more true statement made than, "The more humble, the more honorable." Again let me repeat the words of a great philosopher, "Only the good men do lives after them."

THE Railway Express Agency, which is doing business with our membership in several large cities throughout the country, has it written into their agreement with us this year that wherever a majority of the vehicle employees who are now holding membership in any other organization vote or decide to come into the International Brotherhood of Teamsters and Chauffeurs—where they properly belong in accordance with the decisions of the American Federation of Labor—that the officials of the Railway Express Agency, Inc., will recognize the International Brotherhood of Teamsters as the bargaining agency for those individuals. The vehicle department consists of drivers, chauffeurs, helpers, and also embraces workers in the garages who do washing, temporary repairing, cleaning, etc. The drivers, chauffeurs and helpers belong to our International Union in New York, New Jersey, Philadelphia, Cleveland, San Francisco, St. Louis, Chicago, and many other places. However, some of those drivers and chauffeurs in other places are members of the Brotherhood of Railway Clerks. The Brotherhood of Railway Clerks has said that they cannot force them out of membership because that International organization has a death benefit of three hundred dollars. There are other reasons for the membership being in the Railway Clerks. In many places the dues of those men in the Clerks' Union are only \$1.25 and \$1.50, while the dues of members of our local unions in accordance with our laws cannot be less than \$2.00. The International Union, however, receives out of this \$2.00 a small per capita tax, which is only thirty cents, much smaller than the Brotherhood of Railway Clerks receives out of the dues of each member. In other words, the most of the money that the member pays into our union stays in the treasury of the local union.

The American Federation of Labor decided emphatically many years ago that those drivers, chauffeurs and helpers came under the jurisdiction of the International Brotherhood of Teamsters. We therefore ask our members everywhere to speak to those drivers, to approach them as trade unionists, and to encourage them to become members of our International Union, which has jurisdiction over all drivers and chauffeurs everywhere in our country. Surely we can do more for an express driver than can the Brotherhood of Railway Clerks in case of him losing or changing his employment. If he should lose his employment because of a depression in business he has several other branches of our trade and calling in which he can seek membership by transfer without any extra cost. Many of our local unions also pay a mortuary or death benefit and other benefits much greater than that paid by the Brotherhood of Railway Clerks. Also, our International Union has an enormous, aggressive, militant membership and a substantial, liquid treasury running into millions, and the economic strength of the membership of the International Brotherhood of Teamsters and its opportunities certainly are to the advantage of any man driving or helping on any kind of express truck in this country. We paid per capita tax to the American Federation of Labor in all recent months on 400,000 members. The opinion of the General President and Editor is that this membership will increase as time goes on, unless something unknown or serious happens in the industrial life of our country.

We again appeal to the members of our local unions that wherever you meet an express driver working for the Railway Express Agency or any other express company, impress upon him the necessity of joining hands with all other teamsters and chauffeurs of the nation, as per the expressed decisions of the American Federation of Labor rendered long before there was any split in the Labor Movement. Truck drivers and helpers are a distinct craft in themselves and all should be in one union, namely, the International Brotherhood of Teamsters and Chauffeurs.

We want to add that we have no quarrel with the officers of the Brotherhood of Railway and Steamship Clerks. We have a high regard for its General President, George Harrison. He is an intelligent, high-class man. Brother Harrison inherited this jurisdictional condition of having drivers in the organization of Clerks from his predecessors, and we do not seriously blame him for the condition now existing. We try to work as harmoniously as we possibly can with the Brotherhood of Railway and Steamship Clerks and with their membership in the railroad freight houses and yards. However, we insist that drivers of every description who are out on the streets and roads of our country come under our jurisdiction, and that no other organization has a right to have them in membership. Freight handlers and clerks on the payroll of railroads come under the jurisdiction of the Brotherhood of Railway and Steamship Clerks, and they are justified in protecting their jurisdiction. The same is true of the International Brotherhood of Teamsters, and the American Federation of Labor has agreed with us in all the forty years in which we have been chartered and in which other organizations have endeavored to trespass upon our jurisdiction.

As stated in the beginning of this article, we, the International Officers, need the aid of the rank and file of our members in helping us on propositions of this kind. Also every business agent and secretary of a local union must endeavor to use his influence to bring every man driving a truck into the International Brotherhood of Teamsters, and must give immediate attention to the classes of workers referred to herein; namely, express drivers and helpers. Our International Organizers everywhere will also take this question up in Joint Council and local union meetings and endeavor to put this message into effect. Every man added to our rolls, who properly belongs to us, adds to the strength of our International Union and helps every local union. We guarantee to any drivers of express trucks that come into our International Union every protection that they now enjoy, and we are safe in saying that we believe sincerely that they will be better off, and that after one year of affiliation with us they would never leave our International Union, any more than any of the locals of express drivers now affiliated with our International Union would think of leaving us. Again I say to our general membership, to our business agents, to our local union officers, and to our organizers: Be on your toes. Get busy. Help us. This is your union. You must work for it. And keep this in mind, that when you encourage a driver or chauffeur now outside to take membership in this International Union you are rendering that individual a special service that he will appreciate as time goes on. If sniping is permitted by one organization on any part of our membership, you can rest assured it won't be long until another union follows suit, and eventually we will be split up and helpless. That's why it is so important that you help to bring into our membership those outside, because we touch every industry. A. F. of L. unions that take into their membership and hold in their membership drivers of trucks in violation of all the decisions of the American Federation of Labor are worse than the CIO, because the CIO has left the Federation, and those in the Federation that voted against the CIO in some instances are doing just what the CIO is doing, grabbing off anything they can get hold of. And there is more than one International Union now in the American Federation of Labor that is gradually attempting, by methods we do not care to mention herein, to trespass upon our jurisdiction. You can fight an open enemy that tells you what he is going to do, such as the CIO, but it is pretty difficult and discouraging to have to fight those who do the things themselves that they condemn others for doing. The International Brotherhood of Teamsters has never done an injustice willfully to any other individual or organization. We want no one who does not come under our jurisdiction and who has not been awarded to us by the organization that has chartered us, the American Federation of Labor. We cannot and will not permit, no matter what it costs, others to hold in membership truck drivers and helpers under any pretext if we can possibly prevent it. Therefore, because of the nature of our work in contacting every industry and every organization; because we have raised the standard of our wages and working conditions, if measured by the year, higher even than most of the skilled trades; because separated and divided into groups in several organizations we could not accomplish what we have done in the past or what we expect to accomplish in the future; because we have gone to the courts of Labor and had our claims approved, justified and granted, we, therefore, need eternal vigilance now more than ever, and we ask every member of our union to make himself

an individual agent and to put into effect an organizing campaign that will bring into the International Brotherhood of Teamsters all those who rightfully come under our jurisdiction.

RECENTLY information has reached my office that a group of well-wishers of Vice-President Michael J. Cashal, who is also a General Organizer, contemplated giving him a banquet in New York. Mike immediately put his foot down and said he wanted no banquets; he wanted help and assistance and loyalty to the International Union from all local officials instead of a banquet. That's just like Mike. I suppose we can say for him that there never was a labor leader in New York, in any organization, who had the confidence and good will and respect of those who have met him, that Mike has as the representative of the International Union for nearly thirty years. Mike knows all the tricks of the game. He knows the good and the bad, and he always looks forward to what might come out of anything later. Of course the writer of this article does not always agree with Mike's philosophy on some things. I think it is a fine mark of honor and respect to tender a tribute of appreciation to one who has served for thirty years without the least blemish or suspicion on his character. As Mike says, he gets a decent salary from the International Union, and no employer or politician or any other source can curry favors from him for any consideration, unless their requests are based on justice and fair play; "On the level," as Mike says. This also goes for any business agent who tries to put anything over which is not above-board. The Governor of the State of New York, a high-class man, and the Mayor of the City of New York, and their immediate predecessors will take Mike's word on any matter in which our people are involved. Why? Because they know he is sincere and honest even though they once in a while disagree with him; but at any rate they know that he knows the game and that his judgment and opinions are based on fair play and honesty. He does not do much "spouting" but when it comes to a "showdown" he's always there.

WE HAVE a great deal of admiration for Edward G. Robinson as an actor and a man of human understanding. It was our privilege to hear him recently in his Big Town radio program. The sketch he dramatized had to do with a truck driver. The story was based on the daughter of a judge, who had spent the afternoon in company with a man-about-town in a cocktail room. This girl's mother found out where she was, drove her fast roadster to the cocktail parlor, picked up the daughter and started home, endeavoring to reach there before the judge, the father, a man of standing in the community, would arrive. The mother, like all mothers, was in a state of almost nervous collapse in witnessing the condition of the daughter; consequently in driving and trying to make time she drove directly in front of a truck, making it necessary for the truck driver, in order to avoid killing them, to swerve his truck around, unfortunately in front of a bus loaded with children returning from school. Two of the children were killed and one was maimed for life. The driver was arrested, charged with manslaughter, and convicted. It was useless for the driver of the truck to plead his innocence. No one believed him. The editor of *Big Town News*, played by Mr. Robinson, had made an investigation and everything pointed to the guilt of the truck driver. *Big Town News*, a newspaper in the community, was leading a campaign for greater safety. In a conference with the wife of the truck driver the editor of *Big Town News* was impressed by a certain statement made—that the wife of the judge had been to see this woman, sympathized with her, and had given her financial assistance. From this clue the editor followed up the case and found that the wife of the judge had a roadster of a certain description which was seen in that vicinity at the time of the accident. At any rate, *Big Town News* followed this case up, went to the judge, the judge compelled the wife to come into court and explain the case, and while the driver was directly responsible for the crash with the bus, bringing about the death of the children, he was held as being blameless and sentence was suspended. The mother, on the request of the father, who resigned from the bench, came into court and told the story and accepted the blame for the accident, and stated that it was her fault because both she and the father had neglected the proper watchfulness and supervision over the actions of the daughter, a young woman.

The moral of the story that I want to convey is this: that while this driver was eventually acquitted, in ninety-nine cases out of a hundred of a similar nature the driver would spend from five to ten years in prison, where there would be no witnesses and where there would be no one to protect the driver, who was absolutely innocent. Undoubtedly there are similar cases every month throughout the nation, where hard-working drivers, men engaged in earning their daily bread for themselves and their families, are made to suffer, and in many instances are convicted of crime, because of the willful negligence and carelessness, and sometimes drunkenness, of other drivers.

We take this opportunity to commend Edward G. Robinson for that sketch, in which he demonstrated such a wonderful understanding of the nature of the employment in which our members are engaged.

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IN LISTENING to "Gang Busters" the other night over the radio, I was almost paralyzed when I heard a description of how an officer of our Local Union No. 138 was persecuted and penalized in New York by the gangsters. It also came out in this exposure over the radio of how the mobsters sent their gang into the local union meeting to vote for their own set of officers. Many of that mob have been sent to prison. Gangsters are supposed to have brains but they have very little brains or they would realize that sooner or later the law will get them. Crooked politicians who were master minds have been imprisoned within the last few years. We in the International Office, as I have stated before, of course, knew nothing about what went on in this local union. The reports showed that the election was held in accordance with the laws. The per capita tax was paid. Their books were properly kept. The underworld, wherever it operates, sees to it that the laws of International Unions are observed. The cruel part of it all is that the public, who do not understand, believe that International Unions are responsible for some of those conditions. It has taken the Government years to bring criminals to justice. Local police departments and politicians have closed their eyes to criminals and their actions in many places. How can International Union officials, hundreds of miles away, find out and understand in an unskilled craft where no apprenticeship is required, the quality and the history of each individual member? Local officers are sometimes terrorized. Local courts have been bribed and have protected criminals. Federal Judge Martin Manton is now in prison. There are undoubtedly others who are not yet caught.

I repeat, it was startling to hear the story of the persecution of the officers of one of our local unions over the radio the other night. Criminals in the underworld, when their bootlegging business was destroyed and their gambling privileges curtailed, decided to get control of some unions and operated successfully for a short time.

There never were four words that conveyed more truth than "CRIME DOES NOT PAY." The rank and file of the membership are losing their fear as a result of the exposures by law enforcement officials and are determined that underworld characters shall not dictate the policies of their unions. There is no class of men in America that strives with greater energy to run unions in accordance with the law than do the Officers of your International Union. There is no organization that has done as much for its members, by bringing their conditions of employment from a state of slavery to a condition which is today considered the best kind of respectable employment. We suffer and are humiliated when we hear over the radio or read in the papers of something unlawful taking place within our unions. The thousands of honest, clean-living, respectable men who hold membership in our unions must help us, as they are now doing, to get rid of all suspicious or law-breaking criminals who may creep into our unions under cover.

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FOR many, many years prior to the last convention of the International Brotherhood of Teamsters it was required that local unions pay their per capita tax to the International Union in advance. We found that this requirement was not always convenient or possible for local secretaries to comply with. At the last convention we changed the laws, stating that the per capita tax should be paid on or before the tenth day of the succeeding month. That means this: that on all dues collected for the month of March the per capita tax should be figured up and on or before the tenth day

of April that per capita tax—for the number of men who paid dues in March—should be in the International Office in Indianapolis. If the local union is in San Francisco and it takes two days for a letter to reach Indianapolis, it should be mailed on the eighth day of April or before. It would be much better for local secretaries to acquire the habit of sending in their tax as soon as they possibly can after the first day of each month. Many local unions now compel their members to pay their dues in advance, one, two or three months, and those local unions send their per capita tax to General Headquarters in advance, and they find it better in every way to do this. Remember that if your local union does not have the March per capita tax in the International Office by the morning of the tenth day of April your local is not entitled to any benefits whatsoever if it has a strike during the month of April, if the tax is received after the tenth of April, because you have violated the laws. Most of the violations of this kind are due to carelessness. We figure our per capita tax to the American Federation of Labor on what we receive during the thirty-one days of March and we send our per capita tax to the Federation on the first or second of April. You can do the same thing. If you are down so low in your funds that you can't send the check, then make provisions to get over such a condition. Ninety-five per cent of our unions comply with the law to the letter, but there are five or six per cent of the locals that are careless and negligent or fail to understand the seriousness of not complying with the Constitution. It is just as easy to comply with laws as it is to violate laws if we can only get into the habit of doing that which is right. We ask our members to inquire at their meetings of their secretaries whether or not they are complying with the laws in this particular respect. Bear this in mind; that the members make the laws and the constitution at each convention and that it is the duty of the International Officers to see that the laws are observed, not only for the protection of the International Union, but for the protection of the local unions.

URING the last days of March the most unusual weather conditions prevailed, especially in New York. A blizzard, a snowstorm of the worst kind, blocking all the roads in New York State and northern Pennsylvania, was the condition confronting our over-the-road drivers in that part of the country. The winter as a whole has been what we call tough driving. Our men have weathered the storm, however, with very few accidents. But this does not mean that they have not endured privation, suffering and danger. No one can minimize the dangers confronting a driver during the winter months, with icy roads, with unusually heavy snowstorms, and, worse than all, with incompetents of every description, many of them under the influence of liquor, driving the other innumerable contraptions and vehicles. It makes me laugh in conferences with employers to hear them saying what wonderful conditions the drivers enjoy—out in the open, enjoying the fresh air and seeing and bearing witness to the beautiful scenery as they go along. Usually they say the driver enjoys good health because of the good employment in which he is engaged. All this kind of pure bunk is used by employers in many instances. The argument is so ridiculous that you really have to make an effort to keep from sneering at the ignorance of the employer or the so-called social worker, the person who can, by just a mere expression, in his own opinion, straighten out everything.

Again we read about the terrible, cruel, brutal actions of the drivers of motor trucks on the roads of our country, wherein it is stated that they give no consideration to the public, such as was expressed by a member of the Cabinet not very long ago when he stated he wished he had an army tank so that he could push the trucks off the roads and into the ditches. In the first place, only the healthiest kind of men engage in this work of driving trucks. No nit-wits are hired today. No anemic or consumptive individual has strength enough to carry on in our employment. A man engaged in this work must have more than ordinary intelligence, must be able to make up his mind as to what he should do in a split second, must be able to read the minds of other drivers coming towards him or about to cross his path, and must have a sense of understanding of machinery and traffic and the ability to handle the public as well as to protect and preserve the property of the employer, his own life, and the lives of others. Our employment today is undoubtedly hazardous, dangerous, and necessitates a high order of intelligence. In addition to this, it is subject to the sufferings

endured in zero weather and in the excruciating heat of midsummer. There were 38,000 people killed by motor vehicles, and in the driving and operation of motor vehicles in the year 1939. It might have been any one of our members engaged in his honest employment. The miracle is that there are not more fatalities or casualties. The number of our members killed from motor accidents, mostly because of the negligence of others, was very low. This was due to the extreme care and to the quality of the men, physically and mentally, engaged in this work, who hold membership in our organization. We have always contended that the better the job, the better the man; that reducing the hours of labor and increasing the wages has brought into our employment a very high grade of workmen. And a high grade of workmen is required in our employment, considering the responsibilities and the dangers involved, and the necessity of protecting the public through safe driving. An employer today who pays a decent wage is better off at the end of the year than the man who hires non-union drivers at low wages and works them any number of hours he can force them to work. Any article that you purchase, whether it be a coat, a pair of shoes, or an automobile—its quality and value is based on its cost. The same is true of human labor. If you want good men, safe men, men to protect your property and the public, then you must pay the price.

We congratulate our membership throughout the country for the manner and the patience with which they have handled their equipment, and for the consideration and the protection they have given the public in the course of their employment. A debt of gratitude and a sense of appreciation is due the union drivers of the nation by the public and by their employers.

IT IS very difficult to understand the position of some of the men who make our laws in Washington. In the early part of the year they were all crying out for economy and for a reduction in taxes. Their arguments were so many, favoring this policy, that the President of the United States was encouraged to recommend economy in his message and in making up the budget for the coming year. In recent weeks, however, by an almost overwhelming majority, they have set aside the recommendations for economy made by the President and have increased the appropriations recommended by him in many instances. One exception is that they have cut down the appropriation for the enforcement and carrying on of the Wage and Hour Law, which was a Labor measure. The duty of the board administering this law is to investigate and, if necessary, prosecute chiseling employers who pay a lower wage than that called for in the law, or who work their employees in violation of the law. This the Representatives and Senators cut down, which hamstrings the board administering this just and humane law. Appropriations in behalf of farmers and in behalf of other departments of the Government have been substantially increased above the recommendation of the President. Sometimes you get disgusted even with your friends in the House and Senate because of their votes. Sometimes you are almost inclined to believe there isn't a spark of patriotism left, nor is there any sound business sense exercised by our lawmakers. You can hardly argue against those who say that ninety-five per cent of the Congressmen are looking at the election when casting their votes. Now the working people of this country, who are influenced mainly by the position of organized labor, represent as many votes in the elections, if not more, than the farmers or agricultural workers represent. Take, for instances, our International Brotherhood with its over four hundred thousand paid-up members (not paper members). Each of our members represents at least one or two others in their families, which would make a total of over a million and a quarter. Then our drivers of every class, and especially the over-the-road drivers, are continuously in contact all day long with the public. The bakery driver talks to the storekeeper. The milk driver talks the political situation over with his customers. The over-the-road driver stops for gasoline, for coffee, etc., and is continuously meeting the public from one end of the country to the other. It is a conservative estimate to say that our members, outside their own families, come directly in contact with two million people each day. We can make a Congressman or we can practically ruin the Congressman by our impressions, our insinuations, or our statements of fact; and usually our members are fearless and say what they think. Still we find that when legislation is contemplated we sometimes get as little consideration as

some paper, imaginary, dreamlike association that hires one or two clever speakers to go down there and make all kinds of phony arguments about whom they represent.

GETTING back to the expenditures voted by our Government in recent weeks, this leads us up to the question: How are you going to pay the bills without increasing the taxes or without increasing the debt limit of the nation over and above its forty-five billion dollar limit? Taxes, at least for the present time, can hardly be increased if we want business to come back, although I can see no logical way in which the Government can meet its bills except by increasing taxation. This is another subject which everyone who pays taxes grumbles about. It is human for people to grumble about paying out what they believe they have earned. There is very little patriotism expressed by Americans regarding the payment of taxes, either city, county, state or national. However, those who are making money are continuously finding fault with the Government because of the enormous taxes they pay. The United States citizen that needs sympathy is the man who has no taxes to pay. Anyone who has to pay taxes must have an income over and above a certain amount, and therefore they are the only ones who should pay taxes. When I hear business men grumbling about everything they take in having to be paid out in taxes, I lose patience. Surely they are blinded by their own self interests. I repeat, taxes are high in our country compared to what they used to be twenty-five years ago, but conditions are different from what they were then. But we have a much lower tax rate in the United States than in any country in the world. In fact, in three of the largest countries in the world which can be classed as real competitors in world commerce—Germany, Russia, and Italy—employers have nothing to say about how much the taxes will be. The Government tells those employers just how much they can take out of their business, and the same is true for Labor. And we find that in England the married man who earns three thousand dollars a year pays in to the Government \$461.92; and the amount has been increased so that next year he will pay \$558.72, an increase of \$97.00. In France a married man receiving three thousand dollars a year pays \$628.00 in taxes, and in addition to that there is a tax on almost everything he eats or uses in his home—a sales tax, very far-reaching. In the United States a married man who receives three thousand dollars a year has an exemption of \$2,500.00, and if he has one child he has an additional exemption of \$400.00, and he practically pays no tax at all. But if he has just himself and his wife and receives three thousand dollars a year salary, he pays about \$7.00 in taxes to the Federal Government. And still every place I go I hear grumbling about the taxes, and at the same time I find people growling about the unemployment. The press of the nation from now on will raise all kinds of arguments against the administration because of the unemployment situation. Lawmakers will advocate no increase in taxes but will increase the expenditures of the Government so that employment can be obtained for the unemployed. Now then, how are you going to relieve the unemployment, which is brought about by world conditions and by technological changes, unless the Government creates work for the unemployed? How is the Government going to create work and pay for it and for the materials used in employments like building concrete roads and bridges, unless the Government obtains the money in taxes? And how is the Government going to get it in taxes unless they tax those who are able to pay? One of the conditions obtaining in foreign countries relative to taxation is that nearly everyone pays a tax of some kind, especially those who are earning one thousand dollars or more. As a matter of fact, there are thousands of families in this country that are earning three and four thousand dollars and pay no taxes at all, due, as stated above, to the exemption of twenty-five hundred for married people and four hundred dollars for each child. With all of our imperfections and all our grumblings, as I have repeatedly stated in the columns of this Journal, there is less taxation in this country than in any country in the world, and we do more for our unemployed than is done by any country in the world. Also we are continuing to improve the conditions of the unemployed and the aged persons year after year; and the credit for those improvements and those conditions is due to the organized Labor Movement of America. I think the Social Security Act, which guarantees to those over sixty-five years of age something decent to live on—not charity but a pension—is one of the finest pieces of legislation ever enacted in our country. It is now only in its infancy; it will be improved as time goes on. Also the unemployment part of the Social Security Law will be improved as time goes on.

It is just possible, because of the division in Labor, that some of the laws enacted may be repealed or may be amended so that their usefulness will be impaired. You can rest assured that the commission or board having charge of the administration of the Wage and Hour Law would not have had their appropriations for enforcement reduced were it not for the division within the ranks of Labor. I repeat what I have said before: Labor is in danger, in very great danger, because of the division within its ranks. And the cries and curses of the millions of workers will be on the heads of the men of Labor who refuse to make any concession or any sincere attempt towards cementing the division within the ranks of the organized workers of our country.

ON THE evening of March 26, 1940, a banquet was tendered to Vice-President John Geary by Joint Council No. 34 of St. Paul, Minnesota. The banquet was attended by the labor leaders in and around St. Paul. The General President regretted very much that he was unable to be present because of other serious matters in which he was engaged, and thereby add to the other numerous tributes of respect and confidence tendered on that occasion to John Geary. There are very few men in the Labor Movement who have the outstanding, clean record of John Geary. There are very few men in the Labor Movement who can beat the record of John Geary from the standpoint of honesty, sincerity and cleanliness of character.

John Geary, like this writer, was a member of the Team Drivers' International Union and he helped to establish a local of team drivers in St. Paul away back at the beginning of the century. The first charter that was granted to team drivers in this country by the American Federation of Labor was in 1899, and it was granted under the title of "Team Drivers' International Union." We gave up or changed this name to "International Brotherhood of Teamsters" in a convention in Niagara Falls in August, 1903, which brought about an amalgamation of the Team Drivers' International Union and the National Teamsters' Union of Chicago and Vicinity. John Geary during all those years was loyal and steadfast to the Teamsters' Union, and the respect and honor paid to him by the Joint Council of St. Paul and by the men of Labor who participated in the banquet was deserving in every sense of the word.

John Geary is now perhaps the oldest living member of the Teamsters' Union and we repeat, the tribute of respect paid to him in the banquet tendered to him in the Hotel St. Paul, in St. Paul, Minnesota, redounded with credit to our local unions and their officers in and around St. Paul, and it was a mark of respect and honor richly deserved by the honored guest, Vice-President John Geary. He is now eighty years old and is on the job every day, trying to help the "Teamsters' Union," loyal and lovable as he always has been. May he be blessed with many more years of service, is the prayer of this writer.

WHEN an application is made for a charter with a number of new names in a branch of our craft which is not distinctively prominent but which comes under our jurisdiction, we have to depend a great deal upon our local people or on the representatives of Labor in the Central Body as to the character of the men who are applying for the charter. Unfortunately in recent years we have been deceived by some of the men to whom we have issued charters. Recently we issued a charter in one of the eastern states which should never have been issued, because we find that two or three small-time racketeers organized a group and then applied for a charter, and the local Labor men approved the request. Sometimes these so-called ex-pugs or half-tough individuals frighten the local Labor men and the latter acquiesce or agree to recommend the issuance of a charter. Those fellows, of course, won't work and never have worked at the craft and just want an easy berth or place to lie down and collect. Once in a while they get a slight increase in wages for our members, but more often they shake down the employer by threats. The charter is issued and the damage is done before someone writes in and tells us that the people who are operating under our name are nothing more than crooks. They are very clever and live to the laws insofar as paying their per capita tax is concerned. Very often we get reports from law enforcement officials as to the character of those individuals who are representing our union. Within the last year I was surprised to find out, or to read, that a certain individual who has received

considerable notoriety and publicity as a gangster was at one time a member of one of our unions in New York or Brooklyn. Of course, I never knew of this because it is utterly impossible for us to know who all of our members are in any large city. New York and vicinity has close to fifty thousand members. This thing I do know, and that is first, that those who are not working at the craft have no right to membership in our union, and if they make a false statement to this effect they can be immediately deprived of membership; second, I know that any man who is not of good moral character—and that means if he has been convicted of a serious crime such as burglary—that he should not be admitted to membership even if he is working at our craft. When a candidate appears for initiation he is asked those questions and if he answers "No" and lies, as soon as the truth is found out he should be expelled immediately. Now there are different kinds of crime, but I think our members fully understand the kind of crime I have in mind. Also a man does not need to be convicted of crime in order to be refused membership. If he is close to one of those strong-armed thugs hanging around on the fringe of a mob the membership should have the courage to refuse him admission and not be frightened by indirect threats. When in doubt the membership should ballot on the application, and a majority vote rejects or elects. I do not want our people to take the wrong meaning out of the message conveyed here and begin to ballot against someone they have a grudge against or someone they do not want in the union, or to build a fence around the union. We must continue to bring new blood into our membership but we must bring in men who are working at the craft and who are clean physically, mentally and morally. The older members cannot remain forever on the job because of the necessity of having those who are alert, skillful, young and capable on trucks of today. And when I say the older members I mean men who reach the age of sixty or sixty-five years and who are employed on heavy trucks running across the country. The number of years does not always regulate the age of an individual. Some men are older mentally and physically at the age of sixty than others are at the age of seventy. But what I am trying to say is that there is a limit to age in our business as it is operated and run today. Our work is heavy, hard, dangerous, and requires skill and a keen mind of the highest quality. Because our work is considered unskilled, the class of toughs and undesirables which I have attempted to describe in the above statements get into membership in our union under cover, in disguise. Sometimes they drive a truck for a week or two, and after they once get in they begin to try to get control. Well, if we find that a local has such people and will not get rid of them, I say to you it is the decision and expressed intention of the General Executive Board to get rid of that local union, and they can go where they please. The whole nation and the press of the country are watching our membership and the calibre of men who run our organization, and we cannot make a home for those classes of so-called tough boys that want to get in and then mulet the membership and the employers, because they are not fit nor worthy of membership in this organization of ours nor in the Trade Union Movement. And especially must we be careful today when every agency of publicity is watching everything we do and is holding us in the International Office responsible for the actions of our local unions and of individuals who hold membership in the local unions. The Labor Movement was created and founded for the purpose of helping the workers of our country. It cannot and must not be made a place for racketeers or degenerates who do not want to work, who do not belong as associates in the membership of the Labor Movement in company with honest, clean-living men. Get rid of any such individual as I have attempted to describe herein. If you do not, we will get rid of your charter. The International Executive Board has a great responsibility and the lawmakers of the nation, both national and state, demand that we keep our house clean.

FOR over thirty years as Editor of this Journal I have advised our membership to keep away from buying stock or investing their money in the companies or corporations by whom they are employed. We have more real difficulty and misunderstandings in reaching agreements with co-called co-operative companies where our members have bought some of the stock than we have with any other class of employer. This goes also for farmers' co-operatives who go into the milk and dairy business. Insofar as their regard for the advancement of Labor or their love for the union shop is

concerned, they are about as bitter against those principles as can be found by labor unions anywhere. Recently in the city of Milwaukee we had a co-operative institution in which our members voted on whether or not they desired to renew the old agreement, or the then-existing agreement which gave us the union shop. All other employers in the distribution of milk were satisfied with the agreement because they had worked under it and had no serious trouble. Only the co-operative institution where our members were employed voted they would not go along on a strike if necessary in order to continue the existing condition, the union shop. What do you think of so-called union men who vote against the union shop? When they vote against the union shop they mean they would just as soon have non-union men in the service, or that non-union men can be employed and remain there side by side with them every day, working with them and enjoying the benefits that the union has built up after years of struggle without the non-union men paying anything for the conditions obtained or the sacrifices made in the years past. That's what men vote for when they vote against the union shop, sometimes wrongfully called the closed shop. Those men in this co-operative company, members of our union, thought more of the few dollars they had invested in the company than they did of their union obligations. They were willing, by their action in standing for an open shop, to not only eventually destroy their own conditions, but they were willing also to destroy the working conditions of nearly eighteen hundred other members in the same union who were enjoying union shop conditions. If I had my way I would not allow any man in our membership who bought stock in the corporation by which he was employed, because usually he is either selfish enough to consider his own few dollars invested above the union, or he is hoodwinked, bluffed, or appealed to by the employer not to strike against his own investment, etc. It wouldn't be so bad if the so-called co-operative institution wasn't in direct competition with other fair employers. Of course the stockholders are supposed to control the management of the company; but put this in your pipe and smoke it—the stockholder, the individual driver, has very little to say in the management of the company, and if he goes to the stockholders' meeting, which is held once a year, to vote for his directors and makes any kick against the machine, he is soon out looking for another job. Now if there was an organization of individual owners in some branch of our trade and they were banded together to set up rules governing their employment and their conditions, which rules would not interfere with union principles, it would not be so bad and it might be excused. But where two hundred men working for a corporation or co-operative institution, out on the field every day in competition with other corporations where our members are employed, and where those two hundred men vote by a majority that they do not believe in the "union shop" and are willing to tear down the conditions we have built up for the other workers in our other several unions, then they are a menace to the organization and cannot properly be called union men. They are union men only because they are compelled to be union men in order to hold their trade or business; their own few dollars which they have unwisely invested come to their minds first and the union takes second place.

Keep away from buying stock in any co-operative institution in which you are employed. Keep away also from investing your money in any company where you are working. Also stand up and defy the employer who tries to compel you to buy the individual rigs that he now owns and wants to get rid of. In every instance where our employers have coaxed or bluffed or argued our drivers into buying the rigs and paying for them out of their wages, we have found it to be a complete loss to the driver. We had this sad experience with many ice companies, and there are some clever financial manipulators now trying to work this system in other branches of our trade. Corporations doing their own private trucking and making their own deliveries are plotting and planning in many instances to sell the truck to the driver and let him assume the responsibility, guaranteeing him the same return that he is now making in wages. But after a year or two, as the truck begins to wear out, there is no way in which you can bind the employer to keep his bargain and you are left holding the bag. Very few men who are stockholders in a company can be as good union men when it comes to a test as the man who is not a stockholder. Don't be bluffed by the smooth arguments of the promoters of co-operative business whereby the worker can gain this, that and the other advantage by having his money invested in a co-operative. Even amongst the co-operatives of England, where they have made the greatest success in dividends,

I found very little unionism prevailing in the purchasing of materials or goods to be sold in co-operative stores, as to whether they were made under union conditions.

If you have been lucky enough to save a couple of hundred dollars over the past year or two, don't let any wiseacre talk you into investing it where you are working. Place the money in a bank where the Federal Government guarantees deposits up to five thousand dollars. Then when a rainy day comes, or when you have sickness or distress, you can go to the bank and get your money. If you are sure of your employment, start in paying for a home for yourself and family. But I repeat, keep away from investments such as described above, because if you are discharged or laid off for some reason or another, very often you find no market for your co-operative stock. I have had some personal experience with investments, many of them bad, but under no circumstances would I buy anything in the shape of stock which was not listed on the New York Stock Exchange. If you buy stock listed on the Exchange there is almost always a market for it or you can sell it if you need the money; but even then there are plenty of stocks listed on the New York Stock Exchange that cannot be called anything like a safe investment.

Take this advice now from one who has had years of experience in matters of this kind. Keep away from stock investment in the concern in which you are employed, and don't be blinded by the so-called co-operative, or the language "own your business," etc. It's been a failure in our country and so far as "Union" is concerned, the co-operatives smell.

This article does not apply to taxicabs for the present, as in some places individual ownership cannot be avoided and co-operation may be necessary.

BIG TRUCKING MERGER

It's All a Secret, But the Resulting Company (Blanketing East) Will Be Largest of Its Kind

That big trucking merger, of which there have been rumors, is coming along. Within two weeks, the names of the participants will be made known. When (and if) the merger is consummated, the new company will become the biggest single trucking organization in the world, its sponsors say—five times larger than the present titleholder, Keshin Freight Lines, Inc.

There's been talk that the capitalization of the new company will be in the neighborhood of \$50,000,000 and that 27 separate companies will be parties to the merger. But the facts are these:

Exchange of Stock Contemplated

At present, it's all still in the discussion stage. What's contemplated is that a new buying company will be formed to take over the assets of the individual lines. The principals don't know yet how many truck lines will be involved in the deal; informed sources say it may be anywhere from 27 to 40.

Kuhn, Loeb & Co. has been sitting in on the negotiations in an advisory capacity. When the principals are ready, this banking house will handle the financing arrangements. And although it will be largely a cash transaction, an exchange of stock is also contemplated, with one-third to one-half of the new issue to be offered to the public.

Meanwhile, the names of the parties to the merger remain a deep and dark secret. But when they are finally made known, they will be found to include important common carriers in Connecticut, New Jersey, Maryland, and North Carolina.

Competition for Railroads

When the new organization gets rolling, its 8,000 trucks will blanket the entire Atlantic Coast from Maine to Florida; it will also branch out westward, though not quite as far as Chicago, it is understood. It is going to have a more intensive coverage than the far-flung service of Keshin, and aside from the advantages to be gained through economy in management, it will offer shippers the services of a centralized organization. It is certain to give the Eastern and Southern railroads a run for their money in wooing less-than-carload freight.

But the merger still has a big hurdle to hop in the shape of the Interstate Commerce Commission, whose permission must be obtained. Application for that permission will be made during the early part of May.

The above clipping is taken from the publication, *Business Week*, dated March 23, 1940. We shall watch the procedure of this movement, which is going to be a gigantic, monster corporation of over-the-road trucking concerns. We shall also oppose this merger before any government tribunal where opposition will be helpful to us. Why? Because all mergers are based on the one question of reducing employment, and there is no doubt but that many of our men working for these several companies, if merged into one large corporation, would lose their employment. The railroad brotherhoods have continuously opposed mergers of railroads and have been somewhat successful. However, in recent years the railroad brotherhoods were granted this concession: that in any merger of railroads in the future where men were displaced as a result of such merger, the men would receive one year's wages. There is no reason whatever why the Interstate Commerce Commission, before permitting this merger of the many over-the-road truckmen, should not stipulate or specify the same condition. We are also opposed to large mergers because of the fact that they create gigantic monopolies of the transportation business. If the railroads are permitted, through subterfuge or in a roundabout way or by forming auxiliary corporations, to control the trucking of the nation by establishing subsidiary companies, it will be a very dangerous condition for business, the government, and Labor; because just as soon as they get control of transportation on the highways of the nation, built by the several governmental agencies, state and national, and also have control of the railroads, they will gradually, slowly, surely, continue to spread their stock, on the

stock exchanges of the nation, increase capitalization under one pretext or another, and thereby gradually increase rates. Of course, those interested in this proposition will deny that the railroads have anything to do with it, and of course they will say it is done for the purpose of efficiency and taking waste out of the business. That's the excuse made for every merger and monopoly, and we find that in time instead of reducing carrying charges, the carrying charges are increased in order to pay dividends on the investment. Salaries of management are increased beyond all reason and innumerable other expenses for attorneys, propaganda, etc., are added to the cost of operation, thereby necessitating an increase to the public and to the shippers of the nation and an effort to reduce the working force. This is what happened in the case of the railroads. Notice that Kuhn, Loeb and Company has been sitting in on the negotiations. You know who they are. They are one of the largest investment and stock distributing houses in the country. Notice also it is contemplated to capitalize this new trucking company at fifty million dollars. That means they can sell to the public or to those interested, with their extensive machinery and their flattering propaganda, fifty million dollars' worth of their stock, and for floating or selling this stock you can rest assured the take-off or commission to Kuhn, Loeb and Company will be perhaps in the neighborhood of five million dollars. They may also distribute a certain amount of the common or voting stock amongst the promoters and the financial house handling the distribution. All of which adds up to the fact that every merger means less employment and eventually higher charges to the public and the laying of the foundation of a gigantic monopoly.

We write this with the full understanding that the trucking companies participating in the merger will say we are "all wet" and undoubtedly will be somewhat peeved at our opposition, but we are working for and employed to protect and preserve the membership of the International Brotherhood of Teamsters.

Which Shall It Be, the Right to Live Labor Problems Are Never "Settled" or the Fight to Live?

By DR. CHARLES STELZLE

President Daniel J. Tobin,
Indianapolis, Ind.

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New York City

While Labor is fighting it out there are some employers who are reaping the harvest, part of which is rightfully the workers'. Working conditions are not the same as they were in the time of prosperity and these unfair employers are quick to take advantage of the disrupted condition of Labor. However, all employers are not taking such advantage of the workers and are trying to help those within their service as much as possible.

Labor is the buying power of this nation and creates the demand that is essential for capital, these two factors should go hand in hand. The business men of today are cutting down the buying power by paying small wages with the thought of securing large profits on their investments. They tell us it is impossible for them to pay a higher wage because there is little demand for their product, and in most instances you will in all probability find that the business itself is to blame for the lack of demand, and through their own efforts they are making it impossible to receive the proper returns on their investments. Through the savings on low wages the employers are curbing the buying power and hurting the demand that is so essential for capital. For the first time in the history of this country there is an unbelievable amount of idle capital and where you find idle capital you will also find idle buying power.

Every person that must labor must have work to do in order that they can provide a living for themselves and their families. In order that a worker provide for his family a wage to maintain the American standard of living in the year of 1938 it was necessary for the worker to average over the year a wage of \$26.21 per week, the estimated cost of living as released by the Department of Labor in the pamphlet called "Living Cost in 1938," Serial No. R. 907, for the year of 1938 amount to \$1,363.23. The above as compared to the estimated cost in 1939 would be an average weekly salary or wage of \$26.80 or for the year of 1939 a total of \$1,393.54 as released by the Department of Labor in the Monthly Labor Review of January, 1940, for the district embracing St. Louis.

In this land of ours with its abundance of supplies there is little or no need for any dispute between Labor and Capital, unless it is to the selfish gains of some individual. It is very difficult to try and solve the problem as it is today but I sincerely hope that some day soon some superior person can and will find the solution to this situation so that the workers again have the right to live as the good LORD meant them to, as human beings.

Sincerely yours,

JOHN B. HOLLMANN,
Local Union No. 752, St. Louis.

There are few labor troubles in darkest Africa. It is only as we progress toward a more advanced civilization that controversies in the economic field develop, paradoxical as this may seem. This is one of the penalties but at the same time one of the signs of human progress. Instead of being satisfied with a low standard of living which halts all progress, civilization demands that life for all of us shall become richer and fuller. This means constant change and adjustment. And these changes will never cease until the last day's work is done.

Here are some of the problems facing Industry and Labor today: First, changed economic conditions arising out of the use of revolutionary inventions; Second, the increasing development of mass production; Third, the dislocation of skilled workers through the use of machinery; Fourth, the competition of low-standard workers in backward countries which have learned to use the high-power production methods of the United States; Fifth, the higher social standards which are inevitable in the development of the human race. These are all determining factors in the labor situation, influencing both Industry and Labor.

It is disconcerting to some employers that when they grant all that Labor demands in a particular controversy, Organized Labor never agrees not to make further demands upon them. Labor knows that neither Industry nor Labor can prophecy as to the future. Labor knows that there is no standard which can serve as a permanent basis for future contracts, excepting certain principles which are more or less fixed. Too many elements which are constantly changing enter into the question. Because of this the need for adjustment is continually arising.

But the ability to see and understand these problems is not limited to the men at the top—whatever may be their professional position in education or economics. Among the workers there are many who also have the vision to see and understand them. For, after all, the fundamental facts to be discovered are basically human and have to do with life. It would therefore be the part of wisdom for employers to become better acquainted with men of this type and to counsel with them, for they may learn much which might otherwise be hidden from them. An important fact to be remembered in this connection is that Labor will have an increasingly important place in world affairs. And with this development there will come to Labor a larger responsibility for the well-being of all classes.

THE CURSE of our Labor Movement today and what has caused dissension and set up two rival camps of Labor is the fact that men were not satisfied with the decision of the majority in the convention of the American Federation of Labor. In time, as the history of this dispute is written, it will be fully understood that this was the cause of the trouble, and those responsible will go down in history as the greatest enemies of our time against the working class.

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THREE are none of us who are not displeased and discouraged sometimes as a result of decisions. The only difference is that the vast majority believe we should take our losings as well as our winnings.

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IN THE history of Labor the rank and file are not to blame for its setbacks in many instances. The same is true of the dissension within political parties, and in the history of the Church we find that those who rebelled against the decisions of the majority were the cause of endless suffering—yes, even suffering leading to wars amongst nations. There is a way to settle misunderstandings and disagreements, and that is by sober, intelligent dicussion—not by rebelling against decisions based on law after the majority has voiced its decision.

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IT WOULD be useless for our conventions to meet and for the chosen representatives in those conventions to make laws which bind our membership to their observance if every time a decision is made against a member he then rushes into the courts and tries by his action to destroy the union or create dissension. The whole foundation of our organization would fall to pieces if such procedure were permitted.

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A STRIKE-BREAKER who was never a member of a union isn't half as guilty of attempting to destroy the union by breaking the strike as the union man who violates his obligation by rushing into court, thereby refusing to abide by the decision of the courts within the organization, just because the decision was against him. At least it can be said that the strike-breaker, not being a union man, was not obligated to preserve the union.

Official Magazine of the
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